

ALL INDIA UNION BANK EMPLOYEES FEDERATION

(Celebrating 60 years of Glorious existence)

C/o Union Bank of India
15 India Exchange Place
Kolkata – 700 001

Email : aiubefhome@gmail.com

21st September 2019

Circular No. 99/XVI/2019

To All Units and CC members &
Woman Sub-Committee Members

Dear Comrades,

Reporting on CEB Meeting held in Hyderabad on 1st September 2019

The Central Executive Body meeting of the Federation was held as scheduled on 1st September 2019 in Hyderabad. We convey our sincere thanks to Telengana Unit and its members for successfully holding the meeting within a very short notice. It is regretted that there has been some delay in making this reporting. Com. G Uma Shankar, on behalf of the host unit, welcomed the CEB members and observers to the meeting. Before starting the agenda-wise business of the meeting the house observed silence in the respectful memory of Com. Santi Bardhan and others as mentioned in the memoriam chapter of the note placed by the undersigned.

The meeting was held on the agenda of Management's obstinacy for not to discuss employees' issues with our Federation, holding of Federation's 17th Conference, matters pending before Labour Commissioners and CGIT-cum-Labour Court and, of course, last moment cropped up issue of 'Merger'.

Looking into the seriousness and importance of the issue of 'Merger' it has been decided to hold a Central Committee meeting so that the CC Members, Members of Woman Sub-Committee and Permanent Invitees can discuss the issue in threadbare. Accordingly, it has been decided that a CC Meeting will be held in Vijayawada on 20th & 21st October 2019.

Management's obstinacy for not to discuss employees' policy issues with our Federation :

The central Management has backed out from their commitment of discussing employees' issues twice in a year with the Federation. The reason of their adamancy might be that the Federation will not allow them to act on employees' issues according to their whims and caprices. Federation wants implementation of the agreed policies, transparency in the actions of the Management. Looking into such obstinacy the meeting has decided to go for organizational actions and a broad outline of the programme of agitation has been chalked out, however, the meeting has come to the opinion that before resorting to organizational actions an effort should be made to talk to the Management at the central

office to know their final stand in this regard. Accordingly, a delegation of the Federation will visit the central office very soon.

Holding of Federation's 17th Conference :

The 17th Conference of our Federation is due to be held in 2020. After discussing with the host unit it is decided that the Conference will be held in Thrissur (Kerala) in January 2021.

Matters pending before CGIT-cum-Labour Court :

It was reported that the cases of (i) absorption of casual & temporary employees in permanent employment of the Bank (ii) against Termination of Personal Drivers (iii) violation of Sub-Staff Promotion Agreement and (iv) reimbursement of cost of cleaning materials were being adjudicated upon in the CGIT-cum-Labour Court. As regards the case of absorption of casual employees in permanent employment of the Bank the date for filing of our claim statement has been fixed on 26.09.2019. We shall do that. This is a great battle that the Federation has taken up for rendering justice to the exploited casual employees. While we already sought help and co-operation from all the organizations of workman as well as that of officers, we are pained to note that some corners have become active to frustrate our battle and strengthen the hands of the Management against our sincere fight. However, we wish that good sense will prevail upon them and they will come to understand that their backstabbing will ultimately affect the casual employees in getting justice. We request our members and well wishers of casual employees to be vigil against such nefarious acts of said corners.

As regards the remaining three cases proceedings have advanced to a great extent.

Matters pending before Labour Commissioners :

It was reported in the meeting that all together three Industrial Disputes and Complaints on (i) effective date for clerical promotion from 01.11.2017 for 2017-18 (ii) complaint on Unfair Labour Practice in connection with ESPS and (iii) complaint for violation of Promotion Policy Settlement are pending. In regard to the Industrial Dispute on the demand for effective date for clerical promotion from 01.11.2017 instead of 01.07.2018 (as given by the Management) for 2017-18 promotion process the Deputy Chief CLC(C), Kolkata is conducting the conciliation proceeding. He advised the Federation to submit the list of promotee officers who were affected as a result of Management's wrong action. We shall submit the same on the next date. This message of our effort to protect the right of the officers promoted from clerical cadre in the promotion process of 2017-18 should reach to them. Our Units should take initiative in this regard. As regards complaint on Unfair Labour Practice in connection with ESPS, Management's stand before the RLC(C) is that they did not pressurize any employee for purchasing shares under ESPS. The Conciliation Officer advised us to produce some proof on Management's creating such pressure. We will do it on the next date. As regards violation of Promotion Policy for promotion from clerk to officer for 2018-19 what the Management submitted before the ALC(C) is nothing but a joint game of Management and GS, AIUBEA to deprive the eligible clerical employees of their legitimate

right of being promoted from appropriate date. We shall come out with details in this regard to expose Management-GS, AIUBEA joint venture.

Merger of Andhra Bank, Corporation Bank and Union Bank of India :

Just one day before our CEB Meeting the Government decided for merger of 10 Public Sector Banks into 3 banks including merger of Andhra Bank, Corporation Bank and Union Bank of India. Naturally, the issue got immense importance in the meeting and the meeting decided to go for agitation to register Federation's protest against Merger. Accordingly, a broad outline of programme was also chalked out. However, the programme has not yet been released in view of the fact that a CC Meeting was decided to be held on 20-21 October 2019. However, on the day of Board meeting (09.09.2019) Black Day was successfully observed at the call of our Federation by wearing black badge and holding centralized demonstration before FGMO/RO. In the meantime, it is learnt that four organisations of officers gave call for strike on 26-27 September 2019 against merger and for expediting wage revision. Our Federation extends moral support to their strike call and wish for every success of the strike call. It is also a good news that BEFI and AIBEA have jointly given a call for strike on 22nd October 2019. We wish that each and every member of BEFI and AIBEA will seriously work to make the strike programme a grand success. We also wish that those employees whose apex organizations could not given any call to join that strike programme will also extend their all out support to make the strike a tremendous success against merger.

With greetings,

Yours comradely



Jagannath Chakraborty
General Secretary

Com. A.R. Baskaran, GS of our Tamil Nadu Unit sent a message that to popularise the Merger move Corporation Bank has arranged for a Town Hall Meeting today at Taj Coramandel Hotel, Chennai through a 'All Staff Meet' wherein MD & CEOs of three banks(Union Bank, Corporation Bank & Andhra Bank) are addressing. He further stated,

"AS A MARK OF PROTEST AGAINST MERGER OF PSBs, NONE OF OUR MEMBERS' SHOULD ATTEND SUCH MEETING WHEREVER IT IS HELD".

It is now reported by Com. V. Sriram that our members in Tamil Nadu have boycotted today's meeting. He also reported that the members of AIBEA and AIBOA also have taken similar stand to boycott the meeting.

We congratulate the employees of Tamil Nadu for boycotting such meeting of the Management and convey our thanks to the leaderships of our Tamil Nadu Unit for taking such bold steps to fight against 'Merger'. We hope and desire that all other Units of our Federation will also take similar bold step to boycott such meeting of the Management for accomplishing 'Merger'.